

**UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF INDIANA  
INDIANAPOLIS DIVISION**

MARTIN J. WALSH, Secretary of Labor,	)	
United States Department of Labor,	)	
	)	
Plaintiff,	)	
	)	
v.	)	Civil Action No.: 1:22-cv-919
	)	
PROTECTION PLUS, INC., and RAYMOND	)	
STANLEY, an individual,	)	
	)	
Defendants.	)	

**CONSENT ORDER AND JUDGMENT**

Plaintiff, Martin J. Walsh, Secretary of Labor, United States Department of Labor, has filed a complaint under the Fair Labor Standards Act of 1938 as amended (29 U.S.C. § 201 *et seq.*) (“FLSA”), and Defendants PROTECTION PLUS, INC. and RAYMOND STANLEY, individually, (collectively “Defendants”) have appeared by counsel, and waive formal service of process of the Summons and Complaint, waive their Answer and any defenses which they may have, and agree to the entry of this Consent Order and Judgment without contest.

Defendants admit and the Court finds Defendants are engaged in related activities performed through unified operation or common control for a common business purpose and are an “enterprise” under 29 U.S.C. § 203(r) of the FLSA.

Defendants admit and the Court finds Defendants are an enterprise engaged in commerce or in the production of goods for commerce within the meaning of 29 U.S.C. § 203(1)(A) of the FLSA.

Defendants admit and the Court finds Defendants are employers as defined in 29 U.S.C. § 203(d) of the FLSA.

Upon motion of attorneys for the Secretary and for cause shown, it is:

ORDERED, ADJUDGED, AND DECREED, pursuant to section 17 of the FLSA that Defendants, their officers, agents, servants, and all persons acting or claiming to act on their behalf and interest be, and they hereby are, permanently enjoined and restrained from violating the provisions of sections 7, 11(c), 15(a)(2), 15(a)(3), and 15(a)(5) of the FLSA, in any of the following manners:

1. Defendants shall not, contrary to 29 U.S.C. §§ 207 and 215(a)(2), employ any of their employees including, but not limited to, any of their employees working at PROTECTION PLUS, INC., or at any business location owned, operated, and/or controlled by Defendants, and at any other business location at which their employees perform work, in any workweek when they are engaged in commerce or employed in an enterprise engaged in commerce, within the meaning of the FLSA, for workweeks longer than forty hours, unless said employees receive compensation for their employment in excess of forty hours at a rate equivalent to one and one-half times the regular rate at which they are employed.

2. Defendants shall make, keep, and preserve adequate records of their employees and of the wages, hours, and other conditions and practices of employment maintained by them including, but not limited to, any of their employees working at PROTECTION PLUS, INC., or at any business location owned, operated, and/or controlled by Defendants, and at any other business location at which their employees perform work, as prescribed by the Regulations issued pursuant to 29 U.S.C. §§ 211(c) and 215(a)(5) and found at 29 C.F.R.

Part 516. Defendants shall make such records available at all reasonable times to representatives of the Plaintiff.

3. Pursuant to 29 U.S.C. § 215(a)(3), Defendants shall not discharge or take any retaliatory action against any of their employees because the employee engages in any of the following activities:

a. Discloses, or threatens to disclose, to a supervisor or to a public agency, any activity, policy, or practice of the Defendants or another employer, with whom there is a business relationship, that the employee reasonably believes is in violation of the FLSA, or a rule or regulation promulgated pursuant to the FLSA;

b. Provides information to, or testifies before, any public agency or entity conducting an investigation, hearing or inquiry into any alleged violation of the FLSA, or a rule or regulation promulgated pursuant to the FLSA, by the Defendants or another employer with whom there is a business relationship;

c. Objects to, or refuses to participate in any activity, policy or practice which the employee reasonably believes is in violation of the FLSA, or a rule or regulation promulgated pursuant to the FLSA.

FURTHER, JUDGMENT IS HEREBY ENTERED, pursuant to section 16(c) of the Act, in favor of the Secretary and against Defendants in the total amount of \$370,459.48, as set forth in Exhibit A.

4. The Secretary shall recover from Defendants the sum of \$185,229.74 in unpaid overtime compensation covering the period from May 13, 2018, through January 7, 2021, and the additional sum of \$185,229.74 in liquidated damages for Defendants' current and former employees whose names are listed in the attached Exhibit A.

a. At the time of Defendants' execution of this Consent Order and Judgment, Defendants shall pay the amount of \$370,459.48 by ACH transfer, credit card, debit card, or digital wallet at <https://www.pay.gov/public/form/start/77692637> or [www.pay.gov](https://www.pay.gov) and searching "WHD Back Wage Payment – Midwest Region".

b. Defendants shall also furnish to the Secretary the social security number and last-known address for each employee named in Exhibit A.

c. The Secretary shall distribute the above payments, less appropriate deductions for federal income withholding taxes and the employee's share of the social security (F.I.C.A.) tax, to the employees or their legal representative as their interests may appear, in accordance with the provisions of section 16(c) of the FLSA. Defendants remain responsible for the employer's share of F.I.C.A. arising from or related to the back wages distributed by the Secretary.

d. Neither Defendants nor anyone on their behalf shall directly or indirectly solicit or accept the return or refusal of any sums paid under this Consent Order and Judgment. Any such amount shall be immediately paid to the Secretary for deposit as above, and Defendants shall have no further obligations with respect to such returned monies.

e. Any monies not disbursed by the Department of Labor after three years from the date of payment by Employers, because of the inability to locate the proper persons or because of their refusal to accept payment, shall be deposited into the Treasury of the United States as miscellaneous receipts, pursuant to section 16(c) of the FLSA.

f. The provisions of this Consent Order and Judgment shall not in any way affect any legal right of any individual not named on Exhibit A, nor shall the provisions

in any way affect any legal right of any individual named on Exhibit A to file any action against Defendants for any violations alleged to have occurred outside the relevant period.

5. By entering into this Consent Order and Judgment, Plaintiff does not waive his right to conduct future investigations of Defendants under the provisions of the FLSA and to take appropriate enforcement action, including assessment of civil money penalties pursuant to 29 U.S.C. § 216(e), with respect to any violations disclosed by such investigations.

FURTHER, JUDGMENT IS HEREBY ENTERED, pursuant to section 16(e)(2) of the Act, in favor of the Plaintiff and against the Defendants in the total amount of \$69,540.52, which represents civil money penalties.

6. Defendants shall pay the civil money penalties in the amount of \$69,540.52 by ACH transfer, credit card, debit card, or digital wallet at <https://www.pay.gov/public/form/start/77692637> or [www.pay.gov](https://www.pay.gov) and searching “WHD Back Wage Payment – Midwest Region”.

FURTHER, it is agreed by the parties herein and hereby ORDERED that each party shall bear their own costs, fees and other expenses incurred by such party in connection with any stage of this proceeding, but not limited to, attorney fees which may be available under the Equal Access to Justice Act, as amended.

Dated this       day of       , 2022.

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Jane Magnus-Stinson  
United States District Judge

Entry of this judgment  
is hereby consented to:

**PROTECTION PLUS, INC.**

By s/ Raymond Stanley  
Its Secretary

**RAYMOND STANLEY**

s/ Raymond Stanley  
**RAYMOND STANLEY**, individually

s/ Edward Harney  
**EDWARD HARNEY**  
Hume Smith Geddes Green & Simmons  
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Indianapolis, Indiana 46204  
Phone: (317) 632-4402  
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*Attorney for Defendants*

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Solicitor of Labor

**CHRISTINE Z. HERI**  
Regional Solicitor

s/ Jing Acosta  
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Chicago, Illinois 60604  
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*Attorneys for Martin J. Walsh,  
Secretary of Labor, United States  
Department of Labor, Plaintiff*

**Exhibit A**

Allen, Joseph	Christy, Ed
Allen, Ronald	Clark, Kaylee
Allison, Larry	Collins, Lindsey
Allman, Shauna	Conjelko, Kevin
Anderson, Chris	Conner, Michael
Ash, Reginald	Cottongim, Frank
Attikisson Jr., Lynn	Cox, Robert
Attlisson, Lynn Allen	Crowell, Jerome
Bailey, David	Davis, Renitta
Bailey, Lisa J	Denney, Ariel
Baker, Karna	DiSalvo, Zachary
Baker, Paul	Dodson, Atalya
Ballard, William M	Douglas, Mason
Beard, Caitlyn	Douglas, Raymond
Beaty, Roger	Duncan, Kenneth
Bennett, Bruce	Duncan, Tamika
Bennett, Stacey	Dunham, Cathy
Benson, Robert	Dunham, Floyd
Bentancourt, Jacob	Erwin, Samuel
Berry, Aaron	Evans, Cassie
Berry, Christopher	Flanagan, Jimmy
Bevans, Eric	Fletcher, Theresa
Biddle, Anthony	Ford, Anthony
Blake, Johnny	Gabriel, Dacelin
Blanton, Alexis	Gates, Raymond
Bradshaw, James	Gazvoda, Larry
Bridgeman, Michael	Gibbs, Aaron
Brinkman, Jeremy	Goldsberry, Catherine
Britton, Leonard	Golland, Deanna
Brown, Zachary	Gonzalez, Sergio
Brownlee, Mikayla	Goode, Tracy E
Bucci, Deborah L	Goodman, Chris
Burcham, Kenneth	Grant-Thomas, Carrie
Burden, Alexander	Graves, Kelly
Burks White, Ty'waun	Gray, Deasia
Burnett, Damon	Grayson, Tiffany
Burnett, Davon	Gregory, Collins A
Burris, Edward	Grimes, Marvin
Burton, James	Hall, Matthew
Butcher, William	Hardesty, Jake
Carman, Melissa	Hargrave, Luke
Chase, Donna	Harvey, Jordan C

Heath, Philip  
Heiney, Shannon  
Hill, Dwond  
Holmes, Shawn  
House, Angel  
House, Henry  
Howard, Michael  
Huffman, John  
Hutchings, Phyllis  
Hutchins, Earl  
Ingles II, William  
Johnson, Japhia H  
Johnson, Jeremiah  
Jones, Elvis  
Keene, Kelvin  
Kendall, Roger  
King, Craig  
King, Stephen  
Knotts, Larry  
Knue, James  
Knue III, James  
Kutruff, Victoria  
Lain, Bawi Za  
Lamon, Nora  
LaPlante, Reginald B  
Lewis, Cheyanna  
Lewis, Debbie  
Lewis, Ernest  
Lightcap, Daniel  
Line, Jeffrey  
Livingston, Matthew  
Lynn, Shaelie  
Maciel, Andrew  
Mack, Brian  
Mansaree, Bakary  
Martin, Jason  
Mcbee, Nathan  
Mcclain, Michael  
McDaniel, Aaron  
McDaniel, Melissa  
McDaniel, Steve  
McPeek, Quinten  
McQuinn, Cristina  
Meade, Ronald  
Medsker, James  
Meola, Ralph

Mikels, Norman  
Miranda, Jose A  
Montgomery, Linda  
Moore, Terry R  
Morgan, Robert  
Mosinski, George  
Mosley, Michael  
Mulkey, Glen H  
Ndiaye, Malick  
Neely, Sonya  
Newson, Robert  
Northcutt, Ron E  
Oden, Brian  
Parker, Ronetta  
Patton, Kristal  
Pea, Michael  
Petro, Jerry  
Pettigrew, William  
Phillips, Deon  
Pitcock, Hunter  
Price Jr., Gregory  
Province, Franklin  
Puente, Quenton  
Puente, Steve  
Pullins, Fred  
Quakenbush, Greg  
Ray, Devaan  
Reeves, Gerald  
Richardson, Jackie  
Richardson, Norine  
Richardson, Richard  
Riley, Gregory  
Robinson, Anna  
Rodriguez, Edward  
Rogers, Antwann  
Rosales, Martin  
Santiago, Vincent  
Saylor, Frank  
Scurlock, Chardae  
Serf, Andrea  
Shannon, Toni  
Shoulders, Zaavier  
Shriner, Christina  
Simpson, Robert  
Smilko, Robbie  
Smith, Dana



Smith, Tyrae  
Smock, Misty  
Smock, Ronald  
Sprong, Jonathon  
Stephens, Michael  
Stephens, Shannon  
Stigall, Jeff A  
Sullivan, Melissa  
Telfair, Darrell  
Terhune, Robert  
Terrell, Liebe L  
Thomas, Robert  
Thomas, William  
Till, Tyler  
Toliver, Tiaan  
Treece, Matthew  
Tuchek, Jacob  
Turner, Shurea  
Vaughn, Stephen L  
Vest, David

Ward, Jordan  
Warren, Craig  
Webb, Cody  
Webb, Paul  
Wilbers, John  
Wilder, Markee  
Williams, Andre  
Williams, Desmond  
Williams, Donte  
Williams, Marie S  
Williams, Mario S  
Williams, Marshall  
Willoughby, Jasmine  
Willoughby, Lela  
Wilson, Demyshia M  
Wray, Quanita  
Wright, Audra  
Wright, Khryishna  
Young, Bobby